K-12 Staff Stress and Burnout: An issue worthy of investment

Teachers are dealing with increasing demands, lack of resources, and limited autonomy

- Higher stress: 58% are stressed “all the time” vs. 36% for the overall Canadian workforce
- Harassment: 72% of elementary teachers in Ontario experienced harassment from a student; 54% experienced physical violence
- Work-life imbalance: 85% felt that this is affecting their ability to teach
- Disproportionate impact: 51% of Ontario Black educators believe anti-Black bias affects who gets promoted; 33% of LGBTQ2+ Canadian teachers had been warned to not come out

Principals struggle with increasing workload, the pressures of 24/7 online access, and the growing diversity of student and staff needs

- Coping with stress: 40%+ are not coping well with their job stress
- Workplace discrimination: 54%+ report experiencing some form of discrimination
- Consistently long hours: 57 hours/week on average working hours in B.C.
- Harassment: 60%+ have been harassed by students' parents or guardians

INVESTING IN K-12 WORKPLACE WELLBEING DECREASES COSTS AND IMPROVES STUDENT OUTCOMES

FINANCIAL

- Absenteeism: $650 million/year in costs (Ont. government)
- Disability claims: 40-50% of claims for K-12 staff are due to mental health vs. 30% for the overall Canadian workforce
- Return on Investment: +$2.18/year for Canadian workplaces with comprehensive wellbeing strategies
- Reduced absenteeism: +5 days/teacher Schools that invested in a positive workplace had 5 less absent days per teacher per year

LEGAL

- Violations of human rights codes and occupational health and safety can result in costly litigation and damage the district’s reputation

STUDENT ACHIEVEMENT

- Teacher burnout = ↑ Student stress
  Teacher stress contributes to student stress, which has been linked to learning and mental health problems
- Teacher wellbeing = ↑ Supportive teacher-student relationships
  Which is a high predictor of student achievement
- Teacher burnout = ↓ Teaching quality
  This results in less effective classroom management and decreased student motivation
- Teacher wellbeing = ↑ Student achievement
  When teachers are well, students do better

www.edcan.ca/wellatwork
References and Further Reading

### Statistics

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<td>Higher stress: 58% are stressed “all the time” vs. 36% for the overall Canadian workforce.</td>
<td>Froese-Germain, B. (2014). Work-Life Balance and the Canadian Teaching Profession. Canadian Teachers’ Federation.</td>
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